



RESOLUTION NO. 39691

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and District
3 Lodge #160, on behalf of Local Lodge #297 of the International Association
4 of Machinists and Aerospace Workers, General Unit, effective retroactive to
5 January 1, 2017, through December 31, 2019.

6 WHEREAS the City has, for years, adopted the policy of collective
7 bargaining between the various labor organizations representing employees and
8 the administration, and

9 WHEREAS this resolution allows for the execution of a three-year Collective
10 Bargaining Agreement ("CBA") between the City and District Lodge #160, on
11 behalf of Local Lodge #297 of the International Association of Machinists and
12 Aerospace Workers, General Unit ("Union"), on behalf of the employees
13 represented by said Union, and

14 WHEREAS the bargaining unit consists of approximately 89 budgeted,
15 full-time equivalent ("FTE") positions, with 66 FTEs assigned to General
16 Government and 23 FTEs assigned to Tacoma Public Utilities, and

17 WHEREAS the CBA provides for the following wage increases: an increase
18 of 2.25 percent retroactive to January 1, 2017; an increase of 2.5 percent effective
19 January 1, 2018; and an increase of 2.5 percent effective January 1, 2019, and

20 WHEREAS active employees as of the date of ratification of the CBA will
21 receive a one-time lump sum payment of \$500, and

22 WHEREAS a 3 percent premium pay for a Wastewater Treatment Plant
23 Assistant in a training program will be discontinued for future employees, but
24 current incumbents will continue to receive the pay as long as they remain in the
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classification; and, beginning in 2018, the classifications of Heavy Equipment Mechanic (CSC 5332), Fire & Marine Diesel Mechanic (CSC 5335), and Fire & Marine Shop Supervisor (CSC 5336) will be eligible to receive new premium pay for holding specific certifications as outlined in the CBA, and

WHEREAS other changes include: (1) changes to the grievance language to state that each party is responsible for the costs related to development and presentation of their respective cases in arbitration; (2) a revision to the bid procedure and a minimum number of bid positions for employees in the Environmental Services Plant Maintenance Division; (3) an increase of \$100 to the annual tool allowance for eligible employees; (4) an increase of \$50 to the allowance for safety-related footwear; and (5) updating and moving contract language related to time off and benefits to Appendix B, and

WHEREAS it appears in the best interests of the City that the CBA negotiated by said Union and the City be approved; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit, effective retroactive to January 1, 2017,



1 through December 31, 2019, said document to be substantially in the form of the
2 agreement on file in the office of the City Clerk.

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4 Adopted _____

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_____ Mayor

6 Attest:

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_____ City Clerk

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10 Approved as to form:

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_____ Deputy City Attorney

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14 Requested by Public Utility Board
15 Resolution No. U-10913

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